

Soft Skills in the labour market

1st International Congress
Quality of Life – Research & Innovation

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Which collaborator would you select for a promotion?

They both have excellent technical skills,
and some other....



The Concept

US Military between 1968 and 1972

Soft Skills

important job-related skills that involve little or no interaction with machines and whose application on the job is quite generalized, such as leadership and motivation job functions

Whitmore, P. G., Fry, J. P., & Human Resources Research Organization (1974). *Soft Skills: Definition, Behavioral Model Analysis, Training Procedures*: National Technical Information Service.



Since then

Hard skills

technical/scientific
expertise needed to
perform the job

versus

Soft skills

associated to
managing yourself
and others

Transferable skills
Emotional Intelligence
Employability skills
21st century skills
Personal **success** skills



Foundational Components & Applied Competences

Shechtman, N., Yarnall, L., Stites, R., & Cheng, B. (2016). *Empowering adults to thrive at work: Personal success skills for 21st century jobs. A report on promising research and practice.* Chicago, IL: Joyce Foundation.

Beliefs that shape how we make sense of the world

we can be taught to cultivate a **growth mindset** and this directly improves achievement and success.

What we know and can do

acquired by us across every aspect of their lives.

Guidelines for living

being proactive and prosocial is associated with successful career

How we manage ourselves internally and with others

awareness, motivation, goal pursuit

Foundational Componentes

How we interact and communicate with others to accomplish individual or collective goals

How we understand and regulate our internal experiences and express them outwardly

How we solve problems, make decisions, and create new ideas

Applied Competencies

Using the Foundational Components to Navigate the Working World

Research on Soft Skills

Web of Science

Selecione uma base de dados Principal Coleção do WoS

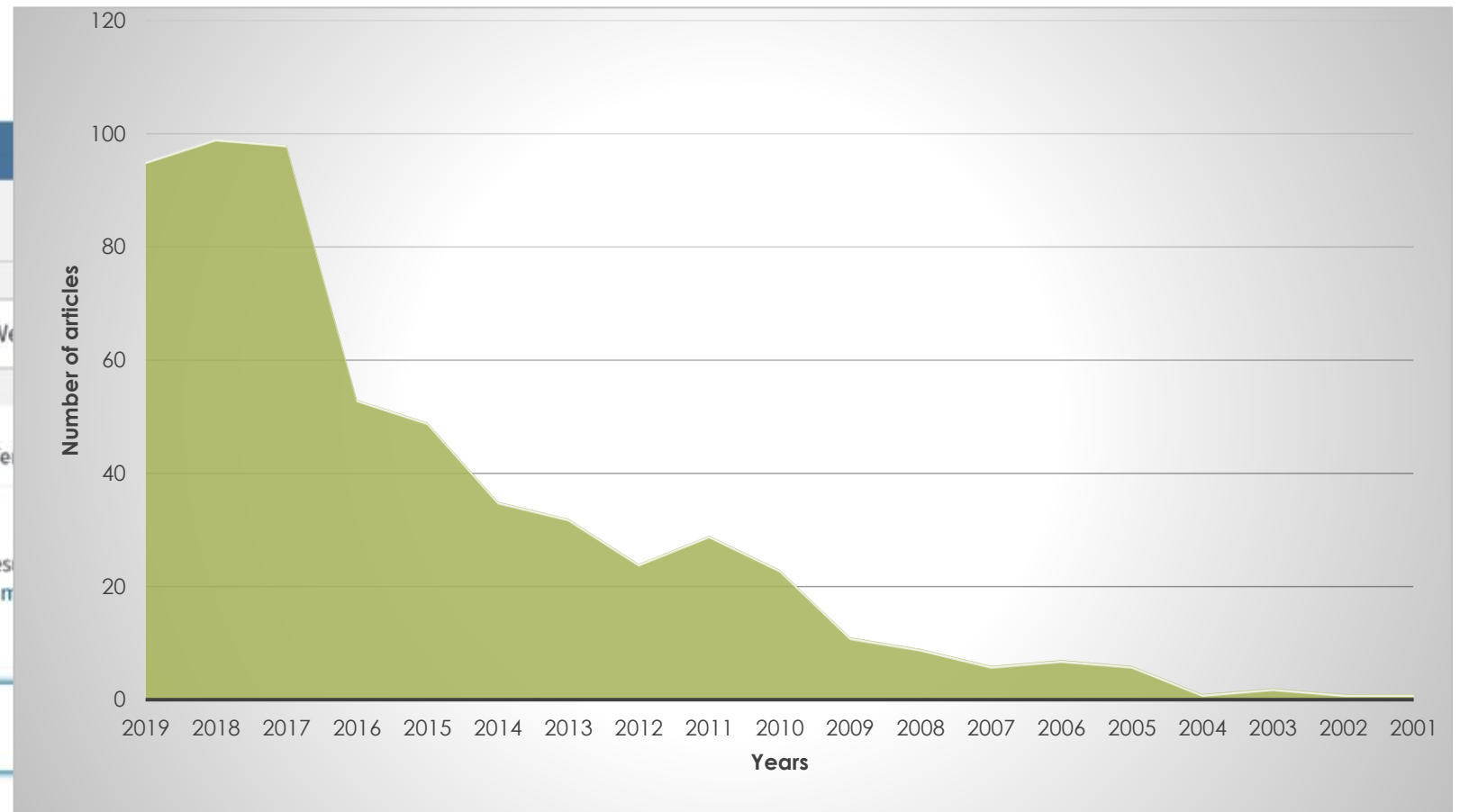
Pesquisa Básica Busca por autor^{BETA} Pesquisa de referência

Utilize rótulos de campo, operadores booleanos, parênteses e resumo. Consulte a Tabela do histórico de busca, na parte inferior da página. (Saiba mais)

Exemplo: TS=(nanotub* AND carbon) NOT AU=Smalley RE #1 NOT #2 mais exemplos | visualizar o tutorial

TI=("soft skills" OR "transferable skills" OR "transversal skills")

Pesquisa



With collaboration of the students of Agri-Food Technology and Management Course (IPSantarém-ESA): Ana Gomes, Ana Nota, Ana Rodrigues, Andreia Cardoso, Catarina Conceição, Duarte Fartouce, Vanessa Roque, Vanessa Marques.

Interpersonal skills

Intrapersonal & cognitive skills

Data management in science and engineering (1)	Communication , supervision, team work , positive relationships	writing, organization, problem solving
Business (2)	Communication , social competences, team work ,	Integrity, courtesy, responsibility, positive attitude, professionalism, flexibility , ethics
Research (3)	Inspiring trust, empowering others	Strategic thinking, flexibility
Food Sector (4,5)	Communication, team work , networking,	creativity, curiosity, problem solving, flexibility , entrepreneurship
ICT Sector (6)	Communication, team work , leadership	problem solving , learning mindset creativity, strategic thinking , innovation.
Sport management (7)	Team work ; social skills	proactivity, ethics, self-confidence, problem solving

similar sets of transferable skills are important in different working environments

1) Borner, et al. (2018). *Proc Natl Acad Sci U S A*, 115(50), 12630-12637. 2) Robles, M. M. (2012). *Business Communication Quarterly*, 75(4), 453-465.. 3) Gibert, A., Tozer, W. C., & Westoby, M. (2017). *Trends Ecol Evol*, 32(2), 81-84. 4) Artavia-Rojas, K., et al. (2019). *Hortscience*, 54(9), S323-S323. 5) Naydenova, S., de Luca, L., & Yamadjako, S. (2019). *Efsa Journal*, 17, 9.. 6) Szilárd, S., Benedek, A., & Ionel-Cioca, L. (2018). *Procedia - Social and Behavioral Sciences*, 238, 94-103. 7) Keiper, M. C., Sieszputowski, J., Morgan, T., & Mackey, M. J. (2019). *E-Journal of Business Education & Scholarship of Teaching*, 13(1), 59-68.

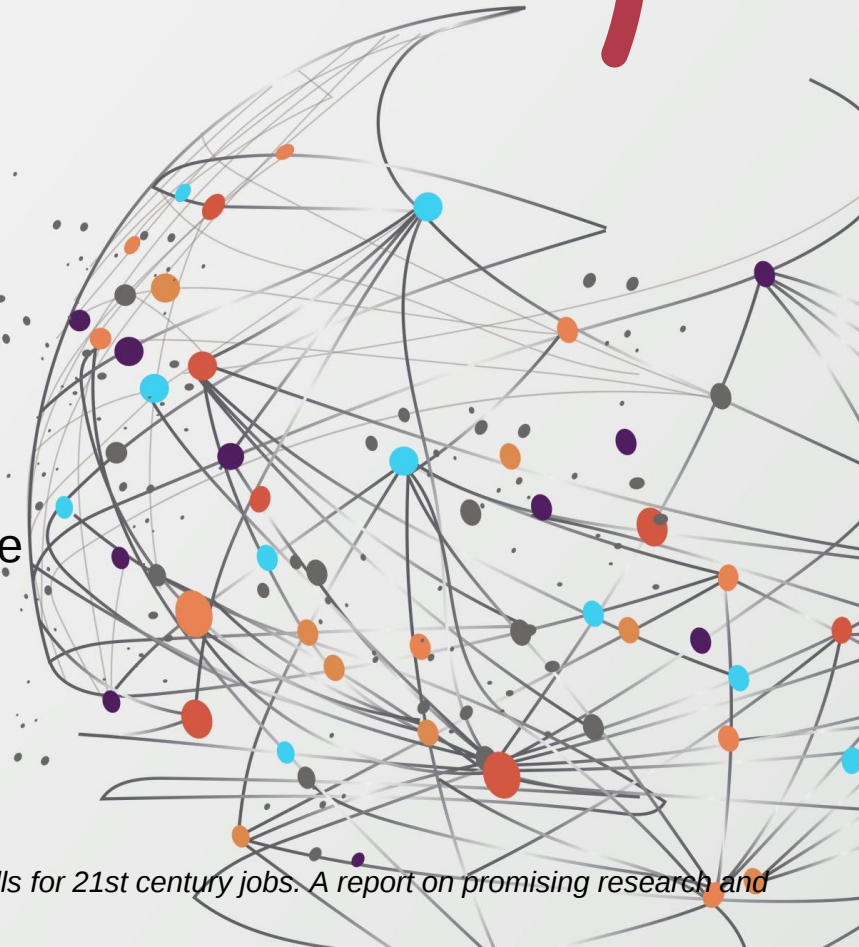
A recent study with employers from several sectors ranked **communication skills, teamwork, and being committed to work** as the most important skills to enhance graduate employability

Succi, C., & Canovi, M. (2020). Soft skills to enhance graduate employability: comparing students and employers' perceptions. *Studies in Higher Education*, 45(9), 1834-1847



Take Home Message

- ✓ **Organizations** - support development of transferable skills through supervisory relationships and peer networks, and educational practices that provide opportunities for adults to practice and receive feedback in real-world contexts.
- ✓ **Researchers** - promote research-based best practices and program implementation for development of transferable skills.
- ✓ **Funders and policymakers** - invest in programs and practices that promote the development of personal success skills and support programmatic portfolios of interdisciplinary research and development.



MOOC

 **SK4e**

Skills for employability

HOME

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E-MODULES

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Achieve new skills to boost your employability

<http://sk4e.esa.ipsantarem.pt>



Thank you

